

May 29, 2025

GOVERNMENT OF CANADA

Subject: REPORT FOR BILL S-211 REPORT
Fighting Against Forced Labour and Child Labour in Supply Chains Act

Introduction

Sodexo Canada Ltd. and its affiliates operate in the food and facilities management business. As part of the ongoing efforts to monitor and enforce the provisions of this Bill, a comprehensive report has been generated to assess the current state of child labour within our business in the country.

Sodexo delivers a wide range of customized solutions designed to optimize work and living environments. Sodexo has been providing food and facilities management services in Canada for over 30 years, with a focus on enhancing well-being, work processes and safety. With 215 clients in the corporate, education, healthcare and energy and resources segments, Sodexo is a market leader in Canada. Sodexo and has been recognized as a top employer for the past seven consecutive years. Sodexo is proud to have created the Sodexo Stop Hunger Foundation, an independent charitable organization that donates time, skills and money to tackle hunger, teach life skills and encourage sustainable food practices to members of our communities.

Structure

Sodexo Canada Ltd. has been in operation since 2008 following an amalgamation and name change. It performs business under the name Sodexo and has two wholly owned affiliates, being Sodexo Québec Limitée, which own Entegra Inc., and Foodee Media Inc. (hereafter referred to collectively as “**Sodexo**” or the “**Company**”).

Sodexo Canada Ltd.’s head office at 5420 North Service Road, Suite 501, Burlington, Ontario. Its ultimate parent entity is a French company, Sodexo S.A.

Sodexo Canada Ltd. operates in every province except Québec, and Sodexo Québec Limitée operates in Québec. Entegra is the procurement division operating in all provinces and Foodee Media Inc. is a digital tech food delivery service acquired in 2022, an additional service for clients.

In the scope of its business, Sodexo does purchase goods and services from various suppliers. Sodexo's process for contracting with vendors and suppliers (together, "**Supplier/s**") is managed by the Company's supply management department, which has specific processes and guidelines in place to ensure that the selection and contracting process of Suppliers is performed with diligence and due care.

When contracting with Sodexo, each Supplier is required to represent and warrant in its respective supply agreement that is and will remain compliant with the Company's Code of Conduct ("**CoC**"), either directly or through complying with its own code of conduct. The Company's CoC contains specific language that, among other specifications, prohibits Suppliers from permitting workers under the legal age of employment to work in any country or local jurisdiction where the Supplier performs work for the Company.

Methodology

The assessment process involved thorough examination and analysis of various sectors across Canada. This included conducting interviews, inspecting workplaces, reviewing official records, and collaborating with relevant authorities and organizations dedicated to the supply chain.

Findings

After extensive investigations, it is with great satisfaction that we report no instances of child labour detected within the scope of this assessment. The concerted efforts of government agencies, non-profit organizations, businesses, and the public have contributed significantly to this positive outcome.

Contributing Factors

Several factors have contributed to the absence of child labour for Sodexo within Canada:

1. **Legislative Framework:** Bill S-211, along with existing laws and regulations, provides a robust legal framework for the prevention and eradication of child labour.
2. **Public Awareness:** Heightened public awareness and advocacy campaigns have fostered a culture of zero tolerance towards child labour, encouraging reporting and intervention.
3. **Government Oversight:** Vigilant monitoring and enforcement by government agencies have deterred illicit practices and ensured compliance with labour laws.
4. **Corporate Responsibility:** Sodexo, worldwide, has adopted ethical sourcing practices and supply chain transparency, actively avoiding any association with child labour.

5. **Education and Social Programs:** Sodexo's policies make it mandatory for all employees to undertake various trainings and educational initiatives, social support programs, and other courses to ensure the awareness of the vulnerability of children to exploitative labour practices to combat child labour within Canada.

Recommendations

While the absence of detected child labour is commendable, continued vigilance and proactive measures are essential to maintain this positive trend. The following recommendations are proposed:

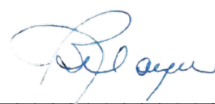
1. **Sustained Monitoring:** Maintain robust monitoring mechanisms to promptly identify and address any emerging instances of child labour.
2. **Education and Outreach:** Continue educational campaigns to raise awareness among stakeholders about the importance of preventing child labour and promoting children's rights.
3. **Capacity Building:** Invest in resources and training for enforcement agencies, ensuring their ability to effectively respond to reports of child labour.
4. **International Cooperation:** Strengthen cooperation with international partners to address cross-border issues related to child labour and promote best practices globally.
5. **Support for Vulnerable Groups:** Enhance support for marginalized communities and families facing socio-economic challenges to prevent the exploitation of children.

Conclusion

In conclusion, the findings of this report affirm the effectiveness of efforts to combat child labour within Canada. While progress has been made, continued commitment and collaboration are imperative to uphold the rights and well-being of children across the nation. Through sustained vigilance and proactive measures, Canada can remain a beacon of child protection and welfare for the rest of the world.

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending August 31, 2025. It has been issued on behalf of Sodexo Canada Ltd. and approved by the board of directors.

Truly yours,

A handwritten signature in blue ink, appearing to read "J. Bélanger".

Johanne R. Bélanger FCPA, FCA, ICD.d
CEO, Sodexo Canada Ltd.